



GOVERNOR'S STATE WORKFORCE INVESTMENT BOARD

State of Montana

Brian Schweitzer, Governor

Issue 20

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September

Message from the Chair



In April, the SWIB Executive Committee invited Lindsey Woolsey, Senior Policy Associate from the Corporation for a Skilled Workforce (CSW) to present information on "Models and Practices related to Re-Imaging the Role of State Workforce Investment Boards." The invitation came as a result of the SWIB wanting to focus on understanding, re-imaging, and defining the role of the Board in meeting workforce needs of industry, and building the skilled workforce necessary for Montana to thrive. Ms Woolsey shared national trends and practices in

relation to how Workforce Boards conduct business, the types of activities in which they engage, and levels of influence they hold in statewide policy and practice related to education, workforce, and economic development. The Question and Answer period was lively and the meeting adjourned with a request for a facilitated strategic planning discussion at the upcoming SWIB meeting in May held in conjunction with the Governor's Workforce Conference in Billings.

The SWIB's Wednesday morning agenda focused exclusively on continuing to identify some action steps and potential strategies initiated during CSW's previous presentation. In addition, the

SWIB wanted to further align with the Governor's workforce development goals: Quality Jobs, Quality of Life and Sustainability. Many of you in attendance to the conference were also able to participate and listen in to the SWIB's discussions regarding critical factors of successful State Workforce Investment Boards and the identification of potential action steps to move the Governor's workforce goals forward. We look forward to continued public input in our strategic planning process at our upcoming Executive and SWIB meetings. While our nation's economic forecast seems to be a source of concern, Montana continues to be "on the move."

Have a great summer!☀

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Upcoming Events:

September 25-26, 2008
SWIB Full Board meeting in Helena.
Please contact staff if you do not plan on attending this meeting.

Governors' Workforce Conference



Senator Lane Larson donned his coveralls, safety glasses, and hardhat to introduce Governor Schweitzer and kick off Montana's inaugural Workforce Conference at the Crowne Plaza Hotel in Billings on May 21st.

Though the rain never let up during the two day confer-

ence, it was a full house as Governor Schweitzer passionately addressed the crowd for nearly an hour regarding Montana's workforce being "On the Move."

Wendy Samson, President of FutureSYNC International, took the helm during the opening plenary with her interactive presentation, "Culture Clash: Managing the Multi-Generation Workplace."

Sandwiched between a wide array of workshops featuring

such topics as: Early Child-care, Apprenticeship, Career Readiness Certificates, Montana's Restoration Economy, Green Jobs, and Workforce Partnerships, a policymaker's breakfast energized everyone with keynote speeches from Commissioner Keith Kelly, Superintendent Linda McCulloch, Director Tony Preite, Commissioner Sheila Sterns, Crow Tribal Vice Chair Cedric Black Eagle. Workforce Investment Board Chairman, Dan Miles.

Closing plenary speaker Joel Rogers, Professor of Law,

Political Science, and Sociology at the University of Wisconsin-Madison capped off the conference with some thoughts on "Growing Montana's Workforce."

Joel has been identified by *Newsweek* magazine as one of the 100 Americans most likely to shape United States culture and politics in the 21st century.

The conference provide great networking opportunities and insight into both state and national initiatives impacting workforce development, economic development and education.☀

Director's Note



On behalf of the State Workforce Investment Board, we would like to extend our deep appreciation to Arlene Parisot, Director of Workforce Development, Office of the Commissioner of Higher Education (OCHE).

Arlene retired on May 1st from OCHE and from her participation on the State Workforce Investment Board after many years of service.

Arlene began her SWIB membership under Governor Racicot in July 1999. Arlene was appointed as a second

alternate to Dr. Richard Crofts, Commissioner, Montana State University System. In January 2003 she was named as the contact for the SWIB until a new Commissioner of Higher Ed was in place.

The Interim Commissioner at that time was Carol Krause. In November 2004 Arlene was appointed to the SWIB by Governor Martz.

Governor Schweitzer appointed Arlene in August 2005 and she was reappointed in August 2007. Arlene also served on numerous SWIB committees and councils during her tenure: namely the Apprenticeship Advisory Council since 2004 and the Executive Committee since 2005.

Arlene was a great partner and advocate for two year education and career pathways as key ingredients in workforce development and sustainability *



FREQUENTLY USED ACRONYMS:

WIA - Workforce Investment Act
JMG - Jobs For Montana Graduates
MOU - Memo of Understanding
NGA - National Governor's Association
R&A - Research and Analysis

State Workforce Investment Board Members

Dan Miles, Chair
Marty Copps, Vice Chair
Elsie Arntzen
Evan Barrett
Arlene Becker
John Brueggeman
Dave Crum
Thomas Curry
Michael DesRosier
Connie Eissinger
Georgia Gibbs-Atkinson
Michael Grove
Kirk Hammerquist
Jacquie Helt
Keith Kelly
Maureen Kenneally
George Kipp
Lane Larson
Robbe Lindsay
Linda McCulloch
Mike McGinley
Thomas McKenna
Joan Miles
Rodney Miller
Sandi Miller
Michael O'Neill
Tony Preite
Gail Richardson
Jeff Rupp
Alan Skari
Karen Sullivan
Jeff Tochiwara
Tyler Trevor
Linda Woods

Staff

Leisa Smith, Director
Dan Bernhardt, Program Spec.
Danielle Nettleton, Admin Asst.

I value your input as I work to continually improve the newsletter.

- Dan Bernhardt

Apprenticeship News

By Mark Maki

Mark Maki, State Director of the Apprenticeship and Training Program in cooperation with Pat Wise, from the Governor's Office of Economic Development, provided a workshop at the Governor's Workforce Conference held in Billings on May 21 and 22.

The Workshop titled, "New Partners in Apprenticeship, Labor, Education and Business" featured panel members John Cech, Dean, MSU-B, College of Technology, John Lei, International Officer for the IBEW and Mike O'Neill from NorthWestern Energy.

Mark Maki, the moderator for the workshop, provided a brief summary of the current status

of the Montana Apprenticeship Community and the history of the formulation of the growing partnership between education, labor and business. Pat Wise gave a concise report on the community meetings held in five Montana locations in March that focused on feed back and input concerning the existing linkages with higher education.

Each of the panel members provided the audience a detailed presentation concerning their roles, interest and outcomes in various projects that eventually lead to a working agreement between education, labor and business. The workshop was well attended and the Q and A portion of the workshop ran over the allotted time due to the

numerous questions and input. Overall, the Workshop was a great success and was considered a highlight at the conference.

On another newsworthy note, the Apprenticeship and Training Program's new website went live the last week of May. The website was designed by program staff members; it's comprehensive in links and information and is very "user" friendly. The address for the apprenticeship website is: www.apprenticeship.dli.mt.gov.

If you wish to have your website linked with the apprenticeship website, please contact: [Darrell Holzer](mailto:Darrell.Holzer@mt.gov), Apprenticeship and Training.*

Generation Why?

On May 29th the Youth Council viewed video snapshots of national speaker Eric Chester, Founder and President of Generation Why, Inc.

www.generationwhy.com). Chester tours nationally educating employers about the challenging opportunities working with the Gen. Why workforce.

While this generation has never known a world without AIDS, crack, terrorist attacks, and kids killing kids, Chester points out that they adapt rapidly, innovate constantly, rebound quickly, and are “astoundingly **LOYAL** and **COMMITTED!**”

Rick Davis, General Manager - Helena Painted Pony Ice

Cream Parlor, heard Chester at an industry convention and pointed out that, “Eric has been instrumental in helping me adapt my management and communication style. This is not for the kids - this is for you and me because the kids are not going to change.” Since applying Chester’s approaches to working with the new emerging workforce Davis has received the 2005-2006 Downtown Helena Teamwork Award; 2006-2007 Downtown Helena Business of the Year Award; and recently the ADITS 2008 Best Ice Cream in Helena Award.

Next on the agenda was, Drenda Carlson, Director of Youth Connections, and Tracy Moseman, Coordinator, Helena’s Safe and Drug Free

Schools. They provided information on Helena’s Youth Connections. Youth Connections is a community coalition dedicated to supporting area youth in resisting first use of alcohol, tobacco, and other drugs. Youth Connections utilizes the 40 Developmental Assets Framework to guide their work in promoting positive youth development. The 40 Assets was developed by the Minneapolis-based Search Institute. Health Communities and Healthy Youth is the institute’s national initiative to equip communities across the country to build assets for youth. Additional information on Youth Connections can be found at the following site: www.youthconnectionscoalition.org. Additional information

on The Search Institute and the Developmental Assets can be found at the following site: www.search-institute.org

The meeting concluded with council members Margaret Bowls, Marcella Buster, and Karen Duncan as they shared updates on the development of Montana’s Shared Youth Vision Plan. The focus of the plan titled, Vision to Reality: “The Faces of GED” is to target the high percentage of Montana’s 16 -24 year olds without a high school diploma or GED. The proposal outlined goals and action steps which include: data collection, asset mapping, researching other state models, and discussing career transitions and pathways. ✨



Western Montana's Regional Innovation Grant

Kay Strayer

The Montana Department of Labor and Industry was awarded a U.S. DOL Regional Innovation Grant (RIG). Montana’s grant is designed to assist in identifying the challenges and opportunities in Region I’s transitioning timber industry.

Regional Innovation Grant activities include: regional leadership development initiatives; regional asset mapping and an audit of the current educational pipeline; and to assist the identified Region I area in creating a comprehensive regional economic development strategy.

The primary outcome expected from the planning and implementation of the regional strategy is the establishment of an infrastructure to support a regional approach to workforce, economic and educational development that will sustain efforts to promote and create diverse economies throughout the region

The process commenced with 4 community meetings to exchange information and provide information on asset mapping, the decision making process, and leadership. Regional meetings were held in

Hamilton, Missoula, Kalispell, and Libby.

On August 20, 2008, participants from all community meetings met in an all day event at the Hilton Garden Inn in Missoula. Through facilitated activities, participants began working to identify a shared regional identity and vision for the Regional economy.

For more information on the meetings, contact Kay Strayer at (406) 444-9081 or kstrayer@mt.gov. ✨

Dan Bernhardt



Dan Bernhardt became a member of the SWIB staff on April 28th. Dan

spent nearly five years within DLI with the Business Standards Division where he was a program manager for various licensing programs including the Boiler Operator Program, Crane Operator Program, Construction Blaster Program, Fire Prevention Installer Program, Elevator Mechanic Program, and Board of Plumbers.

In addition to his normal work-week, he also owns a photography business and has a full schedule of college courses along with a first child expected at the end of October. ✨



Two New Locations Joining the Corner

This summer two new locations were added to Montana's One-Stop service delivery, Tri-County One-Stop Workforce System in Anaconda and the Sanders County One-Stop Workforce System in Thompson Falls.

Sanders County

Sanders County One-Stop Workforce System has a designated center at the Sanders County Job Service Workforce Center (JSWC) in Thompson Falls. Debra Krantz, Manager of the JSWC, is the designated operator. The Sanders County One-Stop Workforce System serves Sanders County.

For information regarding the Sanders County One-Stop Workforce Center and system, please contact:

Debra Krantz, Operator
Sanders County Job Service Workforce Center
PO Box 669
Thompson Falls MT 59873

Tri-County

Tri-County Workforce System has a designated center at the Job Service Workforce Center (JSWC) in Anaconda. Marilynn Ohman, Manager of the JSWC, is the designated operator. The Tri-County Workforce System serves Deer Lodge, Powell, and Granite Counties.

For information regarding the Tri County One-Stop Workforce Center and system, please contact:

Marilyn Ohman, Operator
Anaconda Job Service Workforce Center
307 East Park Street
Anaconda, MT 59711

Currently Certified One-Stops

- [Bitterroot Workforce System](#)
- [Capital Area Workforce System](#)
- [Central Montana Workforce System](#)
- [Flathead One-Stop Workforce System](#)
- [Havre Area Workforce System](#)
- [Mission Valley One-Stop Workforce System](#)
- [Missoula Mineral Area Workforce System](#)
- [Missouri River Workforce System](#)
- [Northeast Montana Workforce System](#)
- [Sanders County One Stop Workforce Center and System](#)
- [South Central Workforce System](#)
- [Southwest Montana Workforce System](#)
- [Tri-County Workforce System](#)
- [Working Friends](#)
- [Yellowstone Area System](#)

Busy Time!

In addition to the certification of two additional One Stops in the state, it has also been reassessment time for the locations the first to receive One-Stop certification. Staff has rolled out a new on-line interactive process to help expedite the process.

With interactive forms, all the requested information can be filled out electronically with expandable comment boxes and working check boxes. These forms can also now be submitted electronically via e-mail.

Staff thanks the first round of our on-line users for their patience during this technology based project.

The forms can be found on SWIB's [website](#).*

Upcoming Reassessment Dates

Flathead - August 31, 2008
Missouri River - August 31, 2008
Bitterroot - February 16, 2009
Havre - March 12, 2009
Northeast Montana - March 12, 2009
Mission Valley - March 14, 2009
Working Friends - March 22, 2009
Yellowstone Area - March 26, 2009
Central Montana - April 20, 2009

Be on the lookout for reminders!

Important Information

20 x 10: Energy efficiency in state government Q & A

What is the goal of 20x10?

A twenty percent reduction in facility energy requirements by executive branch agencies, by the end of 2010. Reductions will be sought in electricity, natural gas, propane and fuel oil use.

What does that mean in terms of how my agency gets evaluated?

The Governor expects all agencies to aim for the 20 percent improvement in efficiency. Every agency can improve energy use in its operation and maintenance work, purchasing practices and employee actions. However, major capital investments could be a different matter. It only makes financial sense to make cost-effective capital investments. Further, to the extent that the most cost-effective projects government-wide can be identified, it makes sense to do those first.

Do we worry about whether an investment is cost-effective?

Yes. Agencies need to make smart investments. Think about your costs over the life of the investment. Don't forget that energy-efficiency investments often reduce maintenance costs and always reduce your risk from higher energy rates. The goal is to save

the most energy throughout the entire agency. One super efficient but expensive purchase may not be as good a deal as spending the same amount on ten purchases with modest improvements in energy efficiency. Buying laptop computers and hybrid cars for everyone is not what 20x10 is about.

Is the 20x10 challenge to each agency or to all executive agencies collectively?

The challenge applies to each agency.

When will our performance be measured?

Agencies are encouraged to report anecdotes of successful projects and measured savings on individual facilities as soon as they can. Measurements of agency-wide progress will start by 2009, possibly sooner. Final results will be measured after all the investments under 20x10 are installed, which means as soon as possible after the end of 2010.

Where will we get our energy savings?

You can improve energy efficiency in your operation and maintenance work, purchasing practices, employee actions and in your building investments.

When does 20x10 start?

It started January 1, 2008. Anything you do now will be credited to 20x10. ☀

Apprenticeship Ad-Hoc Members

[John E Cech](#)

[Con Sullivan](#)

Youth Council Members

[Gail Richardson](#), Chair

[Margret Bowles](#)

[Marcella Buster](#)

[Curt Campbell](#)

[Daniel Dolan](#)

[Karen Duncan](#)

[Sara Fox](#)

[Jake Gustin](#)

[Teschia Hawley](#)

[James McDonald](#)

[Warren Means](#)

[Mike Nephew](#)

[James Patelis](#)

For a complete listing of committees and their members, please see the SWIB website at www.swib.mt.gov

A June 11, 2008 [Independent Record article](#) reported that Helena ranked 13th out of 577 "micropolitan" urban areas in a [2008 Economic Strength Rankings report](#).

Other Montana micropolitan cities also rated very well. Bozeman was 8th, the same as last year, Kalispell 51st, up from 63rd in 2007, and Butte 67th, up from 123rd in 2007.

Missoula, Great Falls, and Billings are considered "metropolitan" areas due to having a population over 50,000. Of the 363 metropolitan areas, Missoula ranked 118th, Billings 159th, and Great Falls 239th.

The good news...every Montana city rated scored better in 2008 than 2007 except Bozeman which ranked 8th both years. ☀

New SWIB Board Member: Tyler Trevor

Tyler was appointed to the Board on May 19th.

Tyler is the Associate Commissioner for Planning, Technology, and Communication in Montana's Office of the Commissioner of Higher Education.

A Helena native, Tyler returned to Montana two years ago to direct institutional research for the Montana University System and has since been appointed to the Associate Commissioner position.

Prior to returning to Montana, he was Associate Vice Chancellor for Academic and Student Affairs in the Nevada

System of Higher Education. Tyler received his Political Science degree in 1992 and a Sociology degree in 1994 from Montana State University. In 1995, he earned a master's degree in Applied Sociology from Humboldt State University in California.

On behalf of the Board, welcome! ☀

20x10 Board Ideas

Do you have an idea on how the Board can be actively involved in the Governor's 20x10 Initiative? Please **SUBMIT** your ideas to staff so we can bring them to the full Board. ☀

